

## 2014-15 Differentiated Pay Plan Submission – Metropolitan Nashville Public Schools

### Description of Differentiated Elements (Required Section)

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in addition to education and experience.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
<b>Hard-to-Staff (School, Subject, or Placement)</b>	NA	NA	NA	NA	NA
<b>Performance</b>	We have 22 TIF schools and 2 schools who have opted to use the model as part of their SIG II grant to award certificated staff. The awards are based on teacher evaluation ratings (see addendum for detailed models).	Core Teachers can receive up to \$3,600, Non-Core Teachers \$1,500, and Exception Ed Teachers providing services in general education classes \$1,875.	There are currently 1,455 people eligible (all certificated staff in the schools).	We anticipate approximately half of the 1,455 teachers will be eligible for the award, totaling roughly \$550,000.	This will comprise 0.20% of the district's salary expenditures.
<b>Additional Instructional Roles or Responsibilities</b>	The district will continue to support schools that choose to expand the reach of their best teachers utilizing the Multi-Classroom Leader (MCL) teacher-	MCLs receive a base pay increase in the form of an increased work schedule from 10-months to 11-months. The actual amount varies from	Any teacher who receives a 4 or 5 on their evaluation is eligible to apply for the position. District and school leaders screen for additional leadership	The estimated cost of these awards for 2014-15 is \$105,000 to move the MCLs to an 11 month	This will compromise 0.1% of district's salary expenditures.

	leader model. MCLs are highly effective teacher-leaders who lead a team of teachers and other staff to meet students' academic goals. MCLs assume responsibility and accountability for teacher development and student outcomes within their team.	teacher to teacher. MCLs also receive an annual Leadership Stipend of \$1,500 per teacher managed. MCLs typically lead a team of 3-4 other teachers.	competencies. The MCL job description is attached.  MNPS anticipates a total of 21 MCLs in the district: <ul style="list-style-type: none"> <li>• 20 in iZone schools</li> <li>• 1 in non-iZone schools</li> </ul>	schedule and \$102,000 in leadership stipends.	
<b>Education</b>	<p>The district will continue to award teachers for advanced degrees in 2014-15.</p> <p>Beginning in 2015-16, the district will no longer recognize Master's+ and EdS lanes on the salary schedule for new hires.</p> <p>Additionally, the district will only recognize advanced degrees in district-prioritized areas for new hires in 2015-16, and all faculty in 2016-17. MNPS is preparing the list of district-prioritized degrees.</p> <p>Teachers who obtain advanced degrees in non-district-prioritized areas will be eligible for a stipend beginning in 2016-17.</p>	<p>For 2014-15, degrees will be awarded with a base pay increase.</p> <p>Starting in 2015-16, Master's and Doctorate degrees in district-prioritized areas will be awarded with a base pay increase.</p> <p>Stipends for non-district-prioritized advanced degrees of \$10,000 will be paid out over five years.</p> <p>All current employees must complete advanced degree work for a Master's+, EdS, or non-district-prioritized degree by June 30, 2016 to receive the current percentage increase to base pay (if starting at a Master's Degree, increases are ~8% for Master's +, ~11% for EdS, and ~16% for Doctorate)</p>	<p>All teachers are eligible for advanced degree pay increases in 2014-15.</p> <p>Beginning in 2015-16, new hires will only be eligible for advanced degree increases if the degree is a Master's or Doctorate in a district-prioritized area.</p> <p>Beginning in 2016-17, all teachers will only be eligible for advanced degree increases if the degree is a Master's or Doctorate in a district-prioritized area.</p> <p>We anticipate approximately 180 teachers will qualify for district-prioritized Master's or Doctorate degrees each year.</p> <p>We anticipate approximately 25 teachers will qualify for non-district-prioritized advanced degree stipends each year.</p>	<p>In 2014-15, the estimated total cost of this element is \$180,000 (~300 teachers).</p> <p>In 2016-17, we anticipate a cost of \$108,000 for education increases (~180 teachers).</p> <p>We anticipate \$25,000 to be paid out to teachers with non-district prioritized degrees.</p> <p>By eliminating the Masters+ and EdS lanes and including only district-prioritized degrees in the salary schedule, we anticipate a savings of approximately \$47,000 a year.</p>	In 2014-15, this element will comprise about 0.1% of district salary expenditures.

<b>Experience</b>	<p>The district will continue to award step increases for each year of experience.</p> <p>The attached salary schedule contains proposed amounts.</p>	Each teacher will earn a yearly step increase for years of experience; however, because teachers did not receive increases last year, all teachers will receive an across the board 2% increase in 2014-15.	All teachers are eligible depending on their years of experience (first seven years are frozen for teachers with Bachelor's, all steps are frozen after 15 years of service, etc.). See attached salary schedule for details.	The average step increase in the district is \$1,106 per employee. The estimated cost is \$3,127,000 annually.	This experience payment makes up 1.14% of the district's expenditures on salary.
<b>Other</b>	The district supports 13 Enhanced Option elementary schools, historically low-performing schools in the district. These schools have 45 more minutes of teaching instruction daily and all teachers receive 10% addition to their base pay.	The teachers receive an increase to base pay of 10%.	All teachers in the 13 schools are eligible.	The average cost per year is \$1,248,000 annually.	This enhanced option payment makes up 0.5% of the district's expenditures on salary.

## **II. Salary Schedule (Required Section)**

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.
  - Please see the attached salary schedule.
2. Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?
  - We plan to apply any state funding increases across the board in 2014-15.